

Staff Culture

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Leading Change - Staff Culture

Welcome!

Please do the following upon entering the room:

1. Find a poster in the room. Kudos, Fire, Innovation
2. Write a short response to the sentence on the poster.
3. Write your name next to your response.
4. Find a seat and enjoy the presentation!

Leading Change - Staff Culture

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**Arizona Department of Education
School Support and Innovation**



Text me!

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Email me!

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Participants will be able to ...

....translate cultural shifts from negative to
positive.

...develop their vision for their staff culture.

....propose strategies for increasing trust within school
culture.



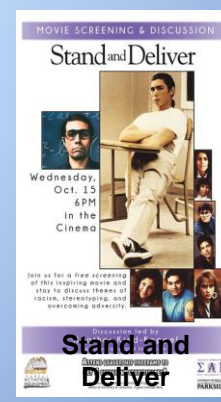
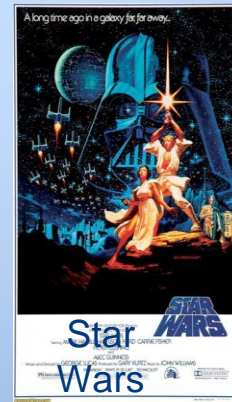
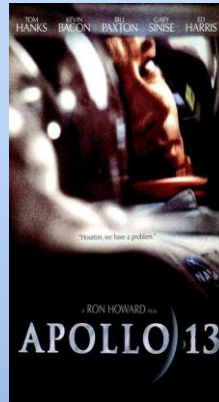
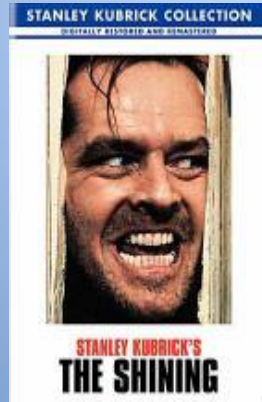
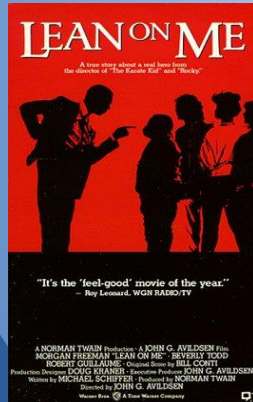
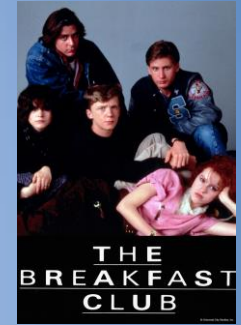
Let's take
a selfie after
the presentation.

Leading Change - Staff Culture

Kudos
Milk Chocolate Granola Bars



Select a movie or title
that relates to your current school culture.



School Culture

“The assumptions, beliefs, values, and habits that constitute the norm for the school and guide the work of educators within it.”

- Learning By Doing, 2006

ASSUMPTIONS

Automatic responses/
Established Opinions

BELIEFS

HABITS

What is really true to us

How things ought to be

VALUES

What is happening daily

Find a Partner

Person “A” asks,

“What parts of your school culture serve you well and should be kept?”

Person “B” asks,

“What do you need to change and leave behind for your culture to grow?”

The Impact of Staff Culture

Business you return to often...	Identify three examples...
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The Impact of Staff Culture

What I say when I am not around my manager, to my family and friends....

Having Fun

Fun. It infuses everything we do. It's a bit rebellious for a big company to admit, but fun is what keeps us vibrant, fresh and always willing to seek out and learn new things. Oh, and it also happens to be a really conducive environment for just having a good time.

Why?

How do the reasons why you return to that business correlate with the reasons why you want your staff, students, and parents to return to your school?



Cultural Shifts

(Learning By Doing, 2006)

From a focus on teaching...	
From isolation...	
From independence....	
From a language of complaint...	https://www.youtube.com/watch?v=qghzMxLVpaA&list=PLDFD0284A5DA24371&index=7
From generic recognition...	
From learning by listening...	

Cultural Shifts

(Learning By Doing, 2006)

From a focus on teaching...	to a focus on learning.
From isolation...	to collaboration.
From independence....	to interdependence.
From a language of complaint...	to a language of commitment.
From generic recognition...	to specific recognition and a culture of celebration that creates many winners.
From learning by listening...	to learning by doing.

Why?



<https://www.youtube.com/watch?v=EcHpgsTg458>



... to a focus on learning.	“When we go out to do something, we don’t start by saying, ‘What is everybody else doing?’ We look to say, ‘What is the best it possibly can be?’”
... to collaboration.	“There is a belief in the power of small teams to do really great things.”
... to interdependence.	“Those who work here have the ability to adjust quickly to circumstances that continually change.”
... to a language of commitment.	“Apple will never give up because it is too hard or it is impossible.”
... to specific recognition and a culture of celebration that creates many winners.	“The best part of working at Apple is the feeling that what you’ve brought to the table has contributed to something greater than yourself and in that way you are changing the world.”
... to learning by doing.	“It takes a tremendous amount of work by a large number of people who through the course of this product have become experts in new areas because they had to figure out how to make this product.”

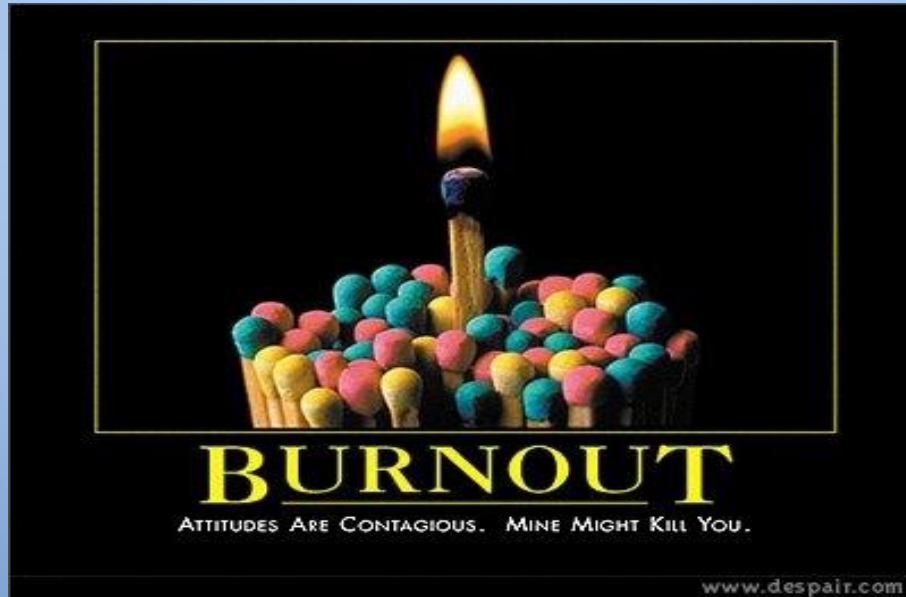
Vision

What do you want your staff
to say about your school
when they talk to their
family and friends?



Have your staff reflect...

What do you want your
colleagues to say about you
when they talk to their
family and friends?



Have your staff reflect...

What do you want your team
to say about you when they
talk to their family and
friends?



TEAMWORK

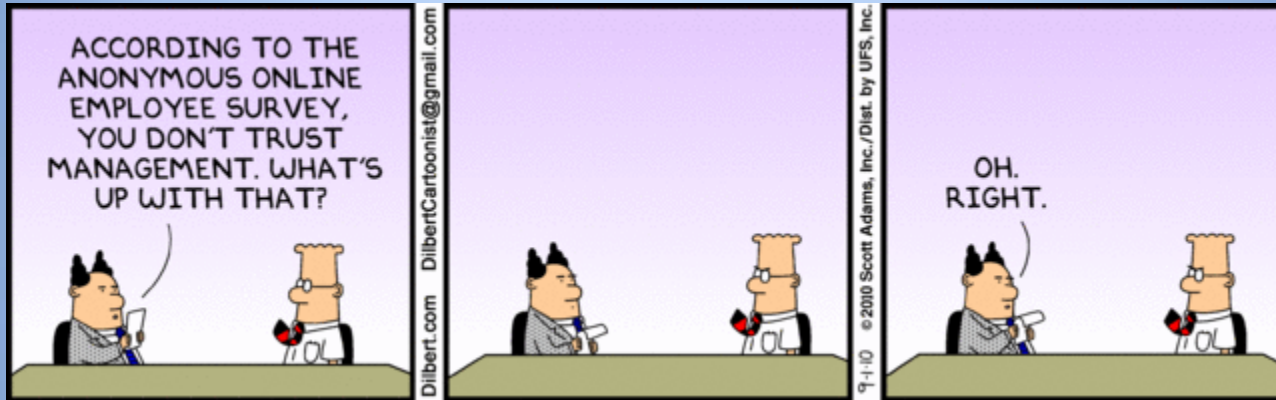
ENSURING THAT YOUR HARD WORK CAN ALWAYS BE
RUINED BY SOMEONE ELSE'S INCOMPETENCE.

How can we impact our staff culture?



MOTIVATION

if a pretty poster and a cute saying are all it takes to motivate you
you probably have a very easy job. the kind robots will be doing soon



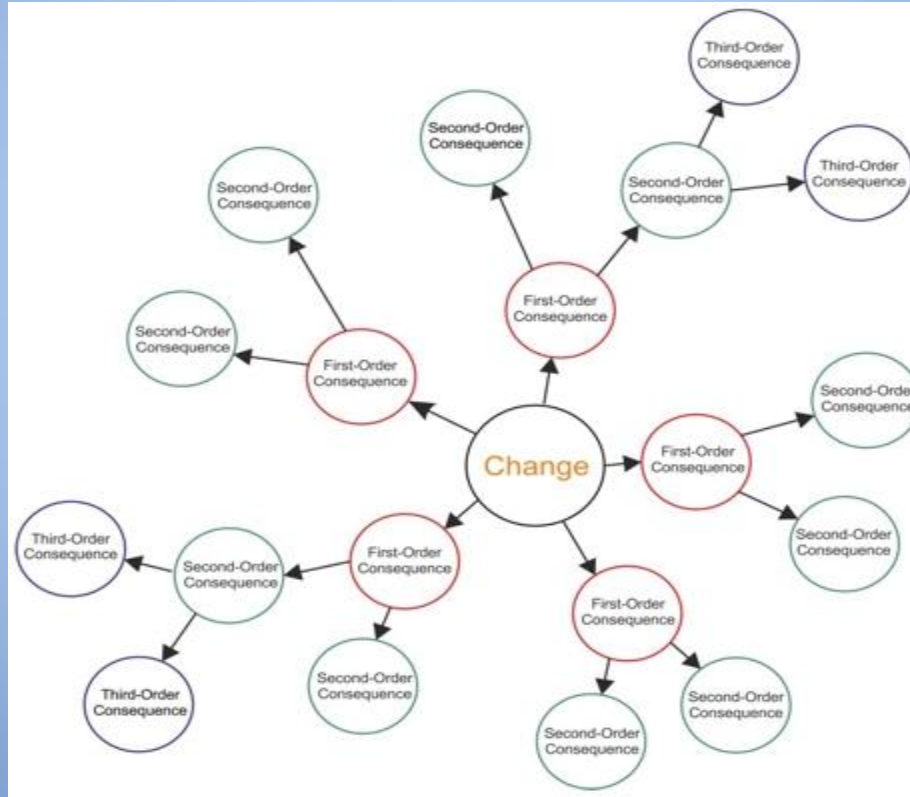
https://www.ted.com/talks/simon_sinek_why_good_leaders_make_you_feel_safe?language=en

5 Ways to Improve



1. Involve staffers in discussions directly affecting them.
2. Pay close attention to relationships.
3. Empower employees at every level of the organization.
4. Be consistent by adhering to site values.
5. Adequately reward accomplishments.

The Futures Wheel



Did we accomplish our goals?

Participants will be able to ...

....translate cultural shifts from negative to positive.

Cultural Shifts, Kid Snippets, Apple

...develop their vision for their staff culture.

Movie Activity

What do you want your staff to say about your school....

....propose strategies for increasing trust at a site.

Simon Sinek Video, Five Ways to Improve Trust, The Futures Wheel

- Kudos, Fires, & Innovations
- Texting with your staff
- Find a movie...
- Cultural Shifts
- Kid Snippets
- Apple Video
- What do you want...to say about you...
- Summary Star
- The Futures Wheel
- Simon Sinek video





Leadership

NEVER STOP TRYING TO BECOME QUALIFIED FOR
THE JOB

Leading Change - Staff Culture

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